

SCHEDULE G

INTERPRETIVE BULLETIN NO. II

Interpretation of Section 11, Paragraph -2 as it pertains to determining the order of layoffs.

The policy states:

The order of laying off regular employees shall be determined by a combination of the three (3) most recent performance-evaluation scores and seniority in the City, starting from lowest to highest. Each factor shall be given equal weight.

Example:

	<u>Average Evaluation Score</u>	<u>Seniority</u>
Officer Hansen	3.32	7/9/1999
Officer Jones	3.78	1/3/2009
Officer Smith	4.01	6/5/1986
Officer Adams	4.22	8/8/2001

<u>Average Evaluation Score (50%)</u>	<u>Seniority (50%)</u>	<u>Final Ranking Score</u>
1. Officer Hansen	1. Officer Jones	1.5 Officer Jones
2. Officer Jones	2. Officer Adams	2.0 Officer Hansen
3. Officer Smith	3. Officer Hansen	3.0 Officer Adams
4. Officer Adams	4. Officer Smith	3.5 Officer Smith

The Final Ranking Score is the average ranking of evaluations and seniority. In this scenario, Officer Jones has the lowest Final Ranking Score, and would be the first to be laid off.